

WALDO COUNTY COMMISSIONERS COURT SESSION
AUGUST 11, 2009

PRESENT: Commissioners Donald P. Berry, Sr. (Chairman), Amy R. Fowler and William D. Shorey. Also present was County Clerk Barbara Arseneau.

Commissioner Berry opened the court session at 9:00 a.m.

TREASURER'S REPORT:

Present with the Commissioners was Treasurer David A. Parkman and Deputy Treasurer Karen Trussell and Sheriff Scott Story. D. Parkman reported the following:

REVENUE

D. Parkman reported stated that there was good news on revenue generated by the Probate Court fees. This is the earliest the County has gone over anticipated revenue for Probate fees. Regarding the Registry of Deeds, the overall Transfer Tax revenue received is at approximately 40% when it is normally at 60% for this time of year. Fees are at 97%, which is good. The overall revenue is 78.97%. He described this as "pretty close to on-target."

APPROPRIATIONS REPORT

60 to 61% could be expended at this point in the year and the total amount of the Budget expended is 57%. D. Parkman noted that items that have to be prepaid in the beginning of the year always show has a high expenditure, but the budget is really on track. The Communications Center Part-time line is still in the black, "which is good news." Court Appointments are at 30%, which is "very good news." D. Parkman commented that this has been one of the better, easier years so far. K. Trussell half-joked, "Maybe for you!"

D. Parkman reported that \$2,350,000.00 has been borrowed. \$950,000.00 has been borrowed on the Jail budget. Last year there was \$4.3 million and \$450,000.00 was borrowed on that. W. Shorey wondered what the interest cost was to date and D. Parkman said he was not certain but could call the bank. W. Shorey said that was not necessary.

D. Parkman read expenditures from the Reserve Accounts. Commissioner Berry read expenditures from the Warrants as follows:

WARRANTS:

****D. Berry moved, A. Fowler seconded authorizing paying of the August 11, 2009 Capital/Active/Restricted Reserves warrant in the amount of \$17,657.83. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the revised January 30, 2009 Jail Accounts Payable warrant in the amount of \$90,711.07 rather than about \$70,000.00 as approved earlier. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the August 11, 2009 Jail Accounts Payable warrant in the amount of \$48,062.55. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the August 5, 2009 Jail Payroll warrant in the amount of \$22,844.27. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the August 11, 2009 General Accounts Payable warrant in the amount of \$198,318.17. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the August 5, 2009 General Payroll warrant in the amount of \$83,840.03. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the July 31, 2009 Accounts Payable warrant in the amount of \$32,595.63. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the July 23, 2009 Jail Payroll in the amount of \$23,441.87. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the General Accounts Payable warrant in the amount of \$255,720.82. Unanimous.**

****D. Berry moved, A. Fowler seconded authorizing payment of the July 23, 2009 General Payroll warrant in the amount of \$89,120.34. Unanimous.**

****D. Berry moved, W. Shorey seconded authorizing payment of the July 31, 2009 Capital/Active/Restricted Reserves warrant in the amount of \$42,388.48. Unanimous.**

****A. Fowler moved, W. Shorey seconded to accept the Treasurer's Report. Unanimous.**

DISTRICT ATTORNEY GEOFFREY RUSHLAU – DISTRICT COURT WITNESS FEES:

During the legislative process, it had been unclear about whether the recent change in legislature transferring responsibility of paying civilian witness fees to the counties would cost counties money or not. Counties had been assured by the State that it would not. The first two years of this law being passed, the State will provide funds to the County, and after that, the counties will be on their own. G. Rushlau did acknowledge that it was a little strange that the court system had ever been responsible for these payments, but now that would no longer be the case anyway. He asked if there were any questions from the Commissioners. There were none at that point. A. Fowler said that "none of this shocked her and people would be dreamers if they thought the State would continue to pony up on this."

G. Rushlau stated that Waldo County has historically paid the most of the four counties he serves and that he would try to keep the cost down if at all possible. He explained that they try to keep the witnesses on call rather making them come in, particularly if the case is going to be resolved without the need for witnesses.

D. Parkman asked how the funding would work. G. Rushlau explained that in some of the counties, the departmental budget shows both the debit and credit. D. Parkman said that Waldo County does not do a double-entry system. D. Parkman said he didn't know what to do for the next six months. He said he would rather see this shown in the D.A. budget and then the reimbursement from the State would show as revenue. D. Parkman thought that this would be no problem for the 2010 year, but for

right now, nothing was set up. G. Rushlau agreed that there should be a separate line. Deputy Treasurer Karen Trussell explained that no new line could be made in the 2009 budget, as that budget was already set. G. Rushlau said he had created a form that all four counties would use to send to Aroostook County, who was serving as an “escrow agent” for county funds, and this form would indicate how much each county would need.

K. Trussell had suggested that the Detail Account be used temporarily to channel funds in and out to cover the Witness Fees expense. D. Parkman thought maybe a few thousand dollars from the savings account might be used. The Commissioners said they would figure out how to deal with this somehow. G. Rushlau said he wished he had known what was really going to happen in 2008, but had not.

RECLASSIFICATION REQUEST – CLERICAL AIDE POSITION:

G. Rushlau brought to the Commissioners attention that Clerical Aide Karen Knox has been asking if her position could be reclassified. She is part of the Support Staff bargaining unit and G. Rushlau said he did not know how this would work, but he intends to communicate this request to the Commissioners for the 2010 budget.

BUDGET CAUCUS 2010:

PRESENT: Searsport Selectman Richard Desmarais, Prospect Selectman Bill Sneed, Brooks Selectman Arthur Butler, Lincolnville Selectman Jason Trundy and Thorndike Selectman James Bennett. Also present was Northport Citizen Zoe Hendrix.

****Robert Plausse nominated himself to serve on District 1 of the 2010 Waldo County Budget Committee. Richard Desmarais seconded.**

****Richard Desmarais nominated Frankfort Selectman Evelyn Adams to serve on District #3 of the 2010 Waldo County Budget Committee. (There was no second.)**

A. Fowler mentioned she had heard that Harry Dean Potter had expressed interest serving. B. Sneed said he had not heard that.

****Bill Sneed nominated Thorndike Selectman James Bennett to serve on District #3 of the 2010 Waldo County Budget Committee. Richard Desmarais seconded.**

****Bill Sneed nominated Frankfort Selectman Evelyn Adams to serve on District #2 of the 2010 Waldo County Budget Committee. Richard Desmarais seconded.**

****James Bennett nominated Freedom Selectman Ronald Price to service on District #3 of the 2010 Waldo County Budget Committee. Richard Desmarais seconded.**

****James Bennett nominated James Kenney to serve on District #3 of the 2010 Waldo County Budget Committee. Bill Sneed seconded.**

Richard Desmarais nominated Brooks Selectman Arthur Butler to serve on District #3 of the 2010 Waldo County Budget Committee. Robert Plausse seconded.

Commissioner Berry closed the nominations.

B. Sneed asked if the Budget Committee would start early again this year. D. Berry asked how early and B. Sneed asked if could be the first or second week in October. B. Arseneau said they hoped to do the best they could in having the budget ready by then.

D. Berry said that he hoped to have an informational meeting for the Budget Committee as soon as possible. He mentioned that the County Commissioners, in view of the economy, were considering selling the 100-acre property because he felt it was no good to the County. He further explained that a new EMA building has been funded by a FEMA grant and would be built soon up near the Communications Center and Jail. The County Commissioners were also trying to find grant funding to build a new Sheriff's Office. He recommended that if some of the Selectmen had not been up to visit the Sheriff's building, they really needed to go. He described it as "deplorable." B. Sneed confirmed that it was "a pigpen eight years ago when I first started on the Budget Committee."

D. Berry added that he detested animosity and that there was no place for it during budget meetings. He felt that with an informational meeting, it should not take a long time to decide on this budget. Rather than taking numerous weeks it should be able to be done relatively quickly.

D. Berry encouraged the municipal officers to visit the former County Jail, which is now a re-entry facility. "It is a total different facility." He reminded all that there was not much to say about the Jail budget as the State has set the amount that the County will pay. Last year, there had been discussion of the Ergonomic Furniture at the Communications Center. That furniture will be installed within the next few weeks.

R. Plausse asked for clarification on this informational hearing and if, as a new Budget Committee member he should be meeting with the Commissioners and was told that if after the Budget Committee ballots process, if he is on the Committee that, yes, he would meet with the Commissioners. B. Sneed asked if there would be preliminary budgets at that informational meeting and was told that this was hoped to be the case.

W. Shorey informed all that he was not a big spender. As he had gone through the buildings and had looked at the Sheriff's Office, he stated that the conditions were terrible especially as compared with other agencies throughout the State of Maine. He said that the Commissioners are trying to put forth a new Sheriff's Building without making it so that the Budget Committee had to go back to the taxpayers with requests for more tax money. He agreed that all should be gentlemen, be fair to the employees, etc.

D. Parkman asked the Chairman if he could speak and was told he could. D. Parkman said he had been on the Budget Committee six years previously to 2003 and had been Treasurer since 2003. He explained the conditions that used to exist for Probate space that had been resolved, but said that there are still problems with space for the Registry of Deeds, the Superior Courthouse, etc. He detailed a recent experience with the City of Belfast trying to insist that copper roofing be put on the District Courthouse. He outlined the effort that the County Commissioners went through to find money so that it only cost the County \$56,000.00 to purchase the 100-acre property. He said that he felt it was short-sighted to sell and apologized for being "against the Commissioners." He added, "You're trying to put four buildings on 3.5 acres. Good luck!"

B. Sneed said he recalled that the Budget Committee had made the recommendation at the last minute at the last meeting of the public hearing that year and that Grayson Hartley, who was very frugal, had “carried the day.” B. Sneed stated that if the Commissioners felt that they could get some money for that property, “that is why you get paid the big bucks.”

W. Shorey said he welcomed any comments and would be open to ideas and would appreciate input on this matter. “This is the direction the Commissioners are headed,” he stated.

D. Parkman added that Thomas Nolan had been originally against purchasing the property and then was in favor of it.

J. Bennett said that he had voted against it and that the people had spoken and didn’t want it, but the County bought it anyway. He commented that he thought the Commissioners were on the right track selling it.

B. Sneed wondered how much money would need to be budgeted. W. Shorey said that he felt they would be able to use money that was already in capital reserves.

(The Commissioners adjourned to hold a tax abatement appeal hearing for Randall and Zoe Hendrix vs. Town of Northport, Petition #346. Those minutes are transcribed separately.)

TECHNOLOGY POLICY DISCUSSION:

Present for this discussion was James Arseneau, serving as Waldo County technology consultant. J. Arseneau reported that he had recently attended a seminar on Electronic Privacy Issues in the Government Workplace. He submitted written materials for the Commissioners that he had obtained. He mentioned that some items that had been discussed included posting things on Face Book, Twitter (texting on the Internet), etc. There are liability issues. If someone was to access the site and the government was monitoring this site, the counties computers may be removed from county property. Acceptable and unacceptable use for telephones and email, etc. should be discussed. Many times it appears that employees are using the County Email to shop for personal items. This causes the County’s Emails to become “gummed up.” J. Arseneau said there is about 1000 a day. He does not read them unless he cannot identify them and has to determine whether they should go through or not. The material at the seminar also included illegal activities, posting things without authority. Nothing currently prohibits people from doing this. If viruses are attached, or if it is questionable, is the County following its own policies? J. Arseneau suggested that the County was in a position to look at this. If there are certain things allowed in individual county contracts, it opens up the counties to liability issues and also ties the hands of the Commissioners in terms of implied privacy, etc. As an example, the “Tazer-gate” party involving law enforcement officers in Knox County was posted on U-tube. These have become real issues in other agencies, as noted during round-table discussions. Some do not allow Face Book or use cell phones during work as, for example – some dispatchers do not hear what is going on because they are texting. On the flip side, if an employee is using their personal cell phones for county business, they may no longer have privacy because they were using them for business. The Commissioners agreed to give all of this consideration when it came time to establish policies on technology use, etc.

SHERIFF’S REPORT AND JAIL UPDATE:

Present was Sheriff Scott Story, Captain Jason Trundy and technology consultant James Arseneau. S. Story reported the following:

1. Volunteers of America (VOA) Contract: S. Story presented this contract for services at the re-entry facility for the County Commissioners review to consider for possible approval and signing. He explained that this had been reviewed by consultant and Lars Olsen. There have been some changes which made everyone happy. \$625,000.00 was allocated but the total number came for an 11-month contract was around \$590,000.00-something and is closer to \$600,000.00. He asked if the remaining \$25,000.00 could be used to hire someone to monitor the work of VOA to be sure that the County is getting what it paid for. He recommended hiring the consultant who had helped provide the specifications for about \$12,000.00. He suggested that the remaining \$12,000.00 be to hire the Muskie Institute for a forensic evaluation, since Waldo County is kind of a pilot project around the State. The whole budget was approved by BOC last week. S. Story encouraged the Commissioners to take their time in looking over the contracts. A. Fowler asked about drug testing, etc. S. Story said the first year would be kind of a test. The State had wanted to use the first year as a baseline for future years. He had asked that they wait before deciding that.

D. Berry asked how data would be gathered for the Muskie Institute, since this was a new program. S. Story said that he was not sure how to answer this but figured there were different ways to measure recidivism, gainful employment and other things of that nature. He illustrated with the example of if there was an in-house program for substance abuse, and then the housing found for the person ended up being in a high-drug-use neighborhood, that would be red-flagged as needing improvement. J. Trundy said that he thought that this would be built on from year to year. D. Berry asked if the consultant wouldn't be monitoring all this and wondered how many checks and balances there needed to be. A. Fowler said she felt that it didn't matter how many checks and balances there were as long as the cost was within the allocated \$625,000.00. S. Story said he had been encouraged by others to have a compliance monitor. A compliance monitor will make sure the work is getting done, while the Muskie Institute will make sure it is getting done right.

****W. Shorey moved, A. Fowler recommended approving the Volunteers of America (VOA) contract as submitted. Unanimous.**

****A. Fowler moved, W. Shorey seconded to hire a part-time contract compliance monitor to monitor the delivery of the re-entry contract and to authorize the Sheriff to engage the services of the Muskie Institute for program analysis.** Discussion: W. Shorey agreed with D. Berry regarding the development of this contract but felt that the Commissioners had a lot of faith in the Sheriff and felt that if this is how the Sheriff felt the money should be spent, fine. **Passed unanimously.**

2. S. Story felt that in view of unions, etc., he should post the position for Jail Administrator/Detention Manager, which he did. One person applied for this position; Sergeant Robert Walker. "Nobody works harder than Bobby Walker and knows the facility better than he does," S. Story stated. S. Story requested that R. Walker fill this position effective August 16, 2009. ****A. Fowler moved, D. Berry seconded to hire R. Walker according to memo dated August 7, 2009 to fill the position of Jail Administrator at the starting pay of \$45,481.76 annually. Unanimous.**

2. S. Story asked that Jason Trundy officially fill the post of Lieutenant at the Sheriff's Office on August 16, 2009. S. Story noted that while he is serving in the Lieutenant position, he will still be multi-tasking on the Jail budget. S. Story noted that the weekly pay scale for that position needs to be corrected as it does not match the hourly. J. Trundy has been employed by the Sheriff's Office since June 5, 1995 and should be paid at the twelve-year step of \$21.89 per hour or \$875.60 weekly.

****A. Fowler moved, W. Shorey seconded accepting the promotion of Jason Trundy to the Lieutenant position at the twelve year level effective August 16, 2009. Unanimous.**

3. S. Story read recent statistics for the month of July. The traffic stops are self-generated. Criminal work may be economy-related. He described the Patrol Division as "very, very busy."

4. S. Story submitted a copy of the FY 2009 Edward Byrne Justice Assistance Grant (JAG) grant application for \$15,680.00 to fund "essential equipment" including self-contained radar units, and an Intoxilyzer mobile detection unit that would enable the City of Belfast, the Town of Searsport and the Waldo County Sheriff's Office to enhance existing traffic enforcement, etc. This application was signed by Belfast City Manager Joseph Slocum, Town of Searsport Manager James Gillway and Commissioner Donald P. Berry, Sr.

5. JAIL MISSION CHANGE – ADDITIONAL COSTS: S. Story informed the County Commissioners that additional money is going to be needed for the Jail Mission change. Some pricing is being obtained to see if some of the things can be accomplished now or later. Video arraignment equipment, electrical equipment, etc. are needed. \$39,000.00 has been paid so far, and there is still an invoice due for electrical work. A down-payment has been made on furniture and there is a remaining balance of over \$9,000.00. A near-future project includes making common restrooms instead of the stainless steel toilets currently used in each cell. There is no estimate yet for changing out the Intoxilizer room. S. Story said he expects that the project will need to encumber about \$65,000.00 if all is done. Another consideration he brought up is to get away from serving inmates on trays. A buffet arrangement costs around \$3700.00. Another remaining item that is a substantial amount of money, is technology costs and list requested of Jim Arseneau. The Lieutenant felt that some of the things could be taken off the list at this point. He would let J. Arseneau speak to the rest of it. J. Arseneau, who was present for this discussion, told the Commissioners that there had been a prior meeting, and then when VOA came in, they had some expectations and then some changes were made on that. VOA was expecting that the computer systems would be provided by the County. This would include log-ins and remote log-ins. VOA needs to monitor the stuff the inmates will be using and some of the monthly expenses will be covered by VOA. VOA will be on the County network in that they will be using county equipment and logging into the County domain. Installation and cabling need to be done for video-arraignment. J. Arseneau estimated that it would cost about \$6,900.00 to run drops and said it should be noted that the facility is "not easy to do that in." J. Arseneau outlined some of the details about what items would be shared and what equipment VOA would be responsible for. There are fifteen computers still available that have been refurbished from the last upgrade. J. Arseneau suggested that the County could give these to VOA with the understanding that these would now become VOA's responsibility for maintenance, etc. Other items required include cross-connections, etc., and J. Arseneau said that a copier that the Sheriff's Office purchased would be set up on the network. There had been a question as to whether VOA would be using its own equipment and now that it is known that the County is going to need to provide this. W. Shorey asked how much more this would be. S. Story said he thought that it would be about \$82,000.00. The Commissioners had approved about \$50,000.00. The CCA fund could be used for some of this, but S. Story noted he

was saying this cautiously because the Commissioners had not allocated where those funds would go yet. A. Fowler said her math came up with \$91,800.00 including all of this.

W. Shorey said he realized that they were in the middle of this project and some of it is the Sheriff's money, as he understood it was left-over. It seemed to him, and he agreed with everything that had been said, but he wondered if it made sense to change the toilet situation because he wondered what would happen if things go wrong and inmates have to be locked down. He said he didn't know if it should be done now or use funds for the Sheriff's building. S. Story said he had a problem with that, too. This is why he was sitting in front of the Commissioners now. He said, "Keith [Nealley], Bobby [Walker] and Jason [Trundy] dragged me in there and showed me all the work that had been done and then showed me the toilets. It could be lived with, but I feel that with all the work that had been done, they might be right. I didn't want to do it, but they talked me into it. I didn't want to spend a penny on it, but I have to think that they may be right."

W. Shorey wondered about using some of the money they were going to use toward the Sheriff's building in the amount of about \$15,000.00. A. Fowler wanted to be sure nobody was confusing the Sheriff's Bldg. with the Jail. W. Shorey said it was all the same account. D. Berry felt that made sense. He felt that it made no sense to stop at this point. He felt that the money could be utilized and that they would not waste it, and get it done.

J. Arseneau commented that his mind-set was that the Commissioners were setting up something new. "The video distribution – they are ungodly cables," he explained. "The inmate would be able to play a DVD or something to do training or 'positive reinforcement.' The time to do this is now and not drill into the holes later." J. Arseneau noted that originally the cameras happened that way. He had recommended the amount of cameras, but they thought fewer were needed, and then they asked for more later. He felt that it was smarter to do it now, correctly, rather than having to be revisiting it later.

****A. Fowler moved, W. Shorey seconded approving the whole request as brought before them with funding from Community Corrections in the amount of \$22,672.62 and the remaining \$19,128.00 from Facilities All Other. Unanimous.**

D. Berry told S. Story that the Commissioners had a good discussion with those municipal officers who had attended the 2010 Budget Committee Caucus regarding the need for a Sheriff's Office.

EMERGENCY MANAGEMENT AGENCY REPORT/PUBLIC SAFETY BUILDING:

Present for this report was EMA Director Dale Rowley, with Sheriff Scott Story and technology consultant James Arseneau sitting in. D. Rowley reported the following:

1. **WALDO COUNTY HAZ-MAT TEAM:** D. Rowley reported that all of the equipment has been received and training is underway.
2. **ABORN HILL TOWER PROJECT:** D. Rowley informed the Commissioners that this project is 99% designed. It is hoped that all final plans and specifications will be received within the week. Once the contract paperwork has been put together, it will be put out for bid proposals.

3. GIS Mapping has been done. D. Rowley submitted a new copy for the County Commissioners' Office. A college intern has been assisting during the summer months and will be finishing up in a few weeks.

4. A State-wide EOC 24-hour disaster exercise will be run for the first time from 8:00 a.m. October 29, 2009 through 8:00 a.m. October 30, 2009. D. Rowley said that he is looking to staff the EOC for 24 hours, but from 10:00 p.m. to 8:00 a.m., it will be "minimum-manned by a watch officer only." He invited the County Commissioners to participate. He stated that he will be obtaining budgetary guidance from MEMA soon and hoped to be able to fund salaries of those participating during their shift and to be reimbursed for full to run the generator 24 hours.

5. **NEW PUBLIC SAFETY BUILDING:** The \$360,000 grant from the federal government has been approved, and this will require a \$120,000 match from the County. The amount is larger than what was requested, so this is good news. It was noted that the County has hired the grant researcher to look for grants for the Sheriff's portion of the building. D. Rowley suggested that this building be done in stages so that the proper building will result. EMA funds have to be completed by next winter, in terms of funding. He recommended breaking ground during spring of 2010 with the goal of being finished by late fall. Another concept would be to do the Sheriff's portion of it later either by adding on or adding up. He felt that a building for the Sheriff for \$400,000.00 would not be sufficient. The EMA project is a two-year project anyway, so some money could be raised in 2010. W. Shorey asked how large a building EMA was requesting and D. Rowley said it would be about 3,200 feet. W. Shorey wondered if there should be a workshop in which there was "sitting around and pounding out ideas" to see where they could go and see what could be put together. D. Rowley said that whatever plans and specs are used initially could transfer over to use for permits, etc. He anticipated that if there were discussions early on with the City of Belfast, something could be found that "fits us and fits them." J. Arseneau told the Commissioner that he had been involved in building project in Belfast a few years earlier and that they had ended up putting together a sort of booklet prior to the start of the project that answered about forty questions.

D. Rowley highly recommended an architect and engineering staff in the same firm. He had seen other projects that did not have this unit and "they were a nightmare." There was discussion of the proposed shared conference room, etc. W. Shorey asked how this would work with grant funds. D. Rowley thought that this would need to be a 50% break-up between the structures. There was additional discussion on how this would be handled in terms of utilizing the EMA grant. D. Rowley stated that it would need to be determined which was really EMA funds. For example, the floor space for the EMA would be less than the Sheriff's Office. EMA might pay 40% whereas the Sheriff's Office might pay 60%. D. Rowley said 25% of the federal funds have to be matched and can only go toward the EMA project. He acknowledged that his original drawings were much smaller and much less. He was really happy that FEMA was willing to toss in the \$360,000, which was more than expected, and let the County match the \$120,000.00. The Commissioners felt a meeting needed to be scheduled and more thorough discussion was necessary. D. Rowley estimated that an "economy building" would be \$125 per square foot and a "better building" would be about \$150 per square foot. Whatever is spent by the EMA has to be matched 25% by the County. Some bathrooms and other things could be shared. EMA would be paying for maintenance, technology, etc. He felt that anyone in the County could use it. The conference room would be about 1000 square feet. The current training room is 500 square feet. W. Shorey wondered how sharing the conference room would work. D. Rowley explained that the Sheriff's Office would likely still have to have their own conference

room. W. Shorey said he'd like to have a workshop on this subject. D. Berry offered to host at the Snow Mobile Club, if that would be preferred.

S. Story stated that his assessment of his needs, after looking at the Pulitzer/Bogard Report, might be able to be cut down some. "Would we come up short 10 years from now? Maybe, but it would get us out of the gate fairly comfortably," he said. It was decided to hold a workshop meeting "sooner rather than later."

CORRESPONDENCE:

Reviewing correspondence with the Commissioners was County Clerk Barbara Arseneau, with Deputy County Clerk Veronica Stover taking minutes.

1. B. Arseneau shared with the Commissioners an Email message received from EMA Director Dale Rowley on 30, 2009 informing them that Waldo County had been declared a Presidential Disaster County for the storm events in June. Waldo County was the first county to submit damage assessments and once the other counties learned that Waldo had as much damage as it did, they began submitting damage assessments, as well. He stated that Deputy EMA Director Olga Rumney deserved most of the credit for taking this project on. He also gave credit to the Towns of Jackson, Liberty, Montville, Morrill, Northport, Prospect, Searsport, Stockton Springs, and Thorndike for submitting damage assessments. Waldo County incurred about \$410,000.00 in damages. FEMA will be visiting in about a week. D. Rowley reported that the federal reimbursement is 75% and said the "state eventually kicks in 15%."

2. Maine Municipal Association has announced that the MMA Workers Compensation Fund voted at its May 28, 2009 meeting to allow a dividend to the members of the Fund who meet the established criteria. Waldo County met the criteria and received a check dated July 29, 2009 in the amount of \$2,318.00.

3. MAINEPERS SPECIAL PLAN 2C: Maine Public Employees Retirement System (formerly Maine State Retirement System) has sent an Amended Agreement between MainePERS and the County of Waldo reflecting the applicable plan change for the County's Law Enforcement Officers with PLD electing to adopt Special Plan 2C as described in Chapter 803, Section 8, subsection C, for all service, effective July 1, 2009. The Commissioners reviewed the amended agreement and it was signed by Commissioner Berry.

4. As has been the case in previous years, the Waldo County Commissioners agreed to sign a Proclamation entitled "Family Day – A Day to Eat Dinner With Your Children," to be observed September 28, 2009.

5. The Commissioners Office have received a request from an employee, whose name will not be revealed for the safety of his family, to use eighty (80) hours of sick leave to cover leave while away on Maine Army National Guard Duty, starting July 31, 2009.

****DB, AF seconded to allow the employee to use eighty (80) hours of sick leave while on Maine Army National Guard Duty, starting July 31, 2009. Unanimous.**

6. Sheriff Story sent official written notice that Lieutenant Bryant P. White has resigned his position at the Waldo County Sheriff's Office effective July 4, 2009.

****A. Fowler moved, W. Shorey seconded to accept with regret the resignation of Lt. Bryant P. White effective July 4, 2009. Unanimous.**

7. Communications Director Owen Smith sent a memo dated August 3, 2009 asking the Commissioners to confirm the hire of Amy Bither as part-time Dispatcher Trainee effective July 21, 2009 at the Communications Center at the rate of \$12.21 per hour.

****A. Fowler , D. Berry seconded to accept part-time hire of Amy Bither as Dispatcher Trainee at the Communications Center at \$12.21 per hour effective July 21, 2009. Unanimous.**

8. Pay step increases were noted by the Commissioners as follows:

- Probate Clerk Cari (Emrich) Carver has satisfactorily completed one year of employment on July 27, 2009 with a pay step increase to \$13.43 per hour.
- Sheriff's Deputy Daniel Thompson will reach the two-year pay step effective August 11, 2009 with a pay increase from \$17.07 per hour to \$17.32.
- Sheriff's Sergeant Dale brown reached the eight-year step on July 15, 2009 with a pay increase from \$19.82 per hour to \$20.37.

9. Belfast Water District has announced that a public hearing will be held on August 20, 2009 at 7:00 p.m. at the Boat House on Commercial Street in Belfast to discuss the matter of receiving \$1,306,000.00 in loans for needed capital improvements now underway. The District must repay \$914,200.00 of this over 20 years without interest. The District will be filing revised rate schedules with the Maine Public Utilities Commissioners to become effective October 1, 2009.

10. B. Arseneau informed the County Commissioners that the top-feed mechanism on the scanner in Commissioners office has been repaired a number of times and no longer works. The recommendation from the County's technology consultant is to purchase a new scanner and he has noted that the scanner in the Sheriff's Office is experiencing issues, as well. The Commissioners agreed to fund the purchase of new scanners for these offices in 2010 if they cannot be purchased in 2009.

11. B. Arseneau informed the Commissioners that the photocopier in County Archives "smokes" when it is being used. She stated that this was an old copier that had originally been in the Commissioners office and had been passed along to several other offices, only to be returned this past year. The Commissioners suggested disposing of the photocopier and told B. Arseneau to make copies in the Registry of Deeds as needed.

12. Legal Secretary Carla Rogerson at the District Attorney's Office asked B. Arseneau to relay her appreciation to the County Commissioners for all their assistance and support at the D.A.'s Office during her recent absence.

COMMISSIONERS BUSINESS:

1. D. Berry informed the Board that Goodwill Industries is interested in making a presentation regarding its services as a job-training industry. Esther Clenott, who also serves with D. Berry on the Coastal Counties Workforce, would like to attend this. The Commissioners agreed to schedule this

presentation during a future County Commissioners Court Session, and would determine which interested parties would be invited to attend.

2. The Commissioners instructed B. Arseneau to send a letter to the Senators inviting them to visit the Sheriff's Office and the Re-entry Facility.

2010 COLA DECISION:

D. Berry noted that Social Security and Maine State Retirement are not giving COLA increases this year and commented that he did not know how that could be.

There was general discussion of union contracts and the COLA's built in for each. Some were 3%, others were 3% with additions on top of that. Others were higher than that. W. Shorey had been hearing 2010 COLA increases of 3% for various municipalities and Searsport was sticking with 4%. A. Fowler felt it was not fair to penalize non-union employees. D. Berry added that there are still some pay scales that need to be addressed.

****W. Shorey moved, A. Fowler to approve a 3% COLA for all employees not covered by an existing contract.**

Discussion: D. Berry noted that one of the municipal officers this morning had commented that the union contracts eliminate any "haranguing." **Passed unanimously.**

PAY SCALES:

Present for this discussion was Facilities Manager Keith Nealley. K. Nealley submitted a pay scale proposal that reflected a 3% increase per step and did not include a COLA. It was noted on the proposed pay scale that if the COLA were applied in any year, the steps would need to be recalculated. The proposed scale included steps at completion of the following: Six months, one year, two years, five years, eight years, twelve years, sixteen years and twenty years. This was compared with the current pay scale that only has pay steps at completion of seven years and fifteen years.

W. Shorey asked for clarification on the 3%. He wondered why there were no steps for years 3, 4, 6, 7, 9, 10, 11, 13, 14, 15, 17, 18 and 19. D. Berry wondered the same thing. K. Nealley said this was a formula already in place at the Comm. Center, so they just used that as a template. He realized that the Commissioners had set up the one for their staff for each year. K. Nealley said there are several schools of thought and recognized that the Commissioners would need time to review and decide on this. W. Shorey felt that it "was a little heavy up front, and then became a little too light later." A. Fowler noted that they seem to fall behind the longer they had been there. D. Berry commented that he had often thought he'd like to "flush the COLA". He thought it made sense to create a pay scale that really had steps built in that didn't need to rely on a COLA increase. K. Nealley noted that one of the flaws with the original pay scale for FLSA-Exempt was that if a position became vacant within the first seven years, a new hire would be hired at the same pay as the person who left, which did not appear to be fair and he doubted that this had been the original intent. The Commissioners stated that they wished to review this proposed pay scale more closely and might consider adding more pay steps.

FACILITIES REPORT:

Facilities Manager Keith Nealley reported the following:

1. The handicap ramp on the Spring Street side of the District Courthouse cracked and sank almost immediately after completion. Keith had to call them back to dig back up and is being redone.
2. The canopy for the Spring Street entrance over the door will be started by Maine Coast Construction sometime next week and should be done in about one week.
3. Work at the Re-entry Center should be winding down soon. The Commissioners informed K. Nealley that they had approved additional work being done including changing out toilets, so it would appear that he will be there a while longer. He stated that work had already been continually added to the project, and agreed that he would, indeed, be working up there a while longer.

FUTURE COURT SESSIONS:

A special County Commissioners court session is scheduled on August 31, 2009 for a Poverty Abatement Appeal Hearing and then the normal monthly session has been scheduled for September 1, 2009 because the following week the County will be hosting the annual Maine County Commissioners Association Convention for the first time.

****W. Shorey moved, A. Fowler seconded adjourning the meeting at 1:03 p.m. Unanimous.**

Respectfully submitted by *Barbara L. Arseneau*
Waldo County Clerk